

Message Text

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46

ACTION EUR-12

INFO OCT-01 ISO-00 PER-01 OPR-01 A-01 ABF-01 RSC-01 /018 W

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R 241429Z JAN 75

FM AMEMBASSY VIENNA

TO SECSTATE WASHDC 4623

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EO 11652: N/A

TAGS: AFSP, APER, AU

SUBJ: LOCAL SALARY SURVEY

FOR EUR/EX AND PER/PCE/PPM/LP

1. EMBASSY PERFORMED SPOT CHECKS TO UPDATE SEPTEMBER WAGE SURVEY TO REFLECT NUMEROUS WAGE INCREASES THAT HAVE TAKEN PLACE SINCE SURVEY AND DEC 31, 1974. ALSO REFLECTED WERE INCREASED SOCIAL SECURITY COSTS EFFECTIVE 1/1/75. THE PROPOSED WAGE SCHEDULE NOW REFLECTS WAGES PAID ON THE AUSTRIAN ECONOMY AS OF 1/1/75.

2. EMBASSY WAS AT A LOSS TO ACCOUNT FOR EXTRAORDINARY NUMBER OF SPORT RATES. REVIEW OF WORK PAPERS AND TELEPHONE CHECKS WITH SOME OF THE COMPANIES ENABLED EMBASSY RESOLVE MANY OF THESE DISCREPANCIES, AND ALSO CORRECT SEVERAL MATHEMATICAL AND OMISSION ERRORS. ANALYSIS OF RATES REPORTED FOR COMPANY "G" REVEAL THAT 13 OF 23 FSL POSITIONS SURVEYED WERE CONSIDERED SPORT GRADES BY SURVEY TEAM. RATHER THAN RESURVEYING COMPANY, IT WAS DROPPED FROM SURVEY, LEAVING 11 PARTICIPATING COMPANIES. UNABLE RECONCILE RELATIVELY HIGH PERCENTAGE ADJUSTMENTS GIVEN FOR COMPANY "I" AND SUBSTANTIAL REDUCTIONS MADE. ALSO ALIGNMENT SENIOR POSITIONS REVISED AFTER CONSULTATION WITH PERSONNEL OFFICER OF COMPANY "I".

3. OFFSETS AGAINST CSR BENEFITS WERE CALCULATED AS FOLLOWS: COMPANY RETIREMENT COSTS WERE OFFSET AGAINST LIMITED OFFICIAL USE

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CSR COSTS OF 10.2 PERCENT. IN NO CASE WAS A PLUS PER-

CENTAGE GRANTED, NOR WAS MORE THAN 7 PERCENT USED AS A
MINUS OFFSET.

4. PROPOSED WAGE SCALE (AUSTRIAN SCHILLINGS):

GRADE STEP 1 PERC. INC STEP 12 PERC. INC.

FSL 1	316,558	11.5	457,358	9.5
2	252,158	14.6	351,708	12.2
3	208,258	12.5	296,258	11.8
4	177,007	11.8	245,558	10.0
5	145,641	10.9	208,958	9.0
6	123,771	9.7	177,807	8.9
7	109,055	8.8	153,339	7.6

GRADE STEP 1 PERC. INC. STEP 10 PERC. INC.

FSLA 1	136,390	10.5	162,049	14.6
2	122,286	10.6	142,993	13.0
3	110,351	9.1	127,637	9.5
4	92,721	5.1	108,156	6.2

5. COPIES OF EMBASSY WORK PAPERS WILL POUCHED O/A
JAN 27.

6. URGENT CONSIDERATION AND APPROVAL OF THE FOREGOING
WAGE SCALE ARE REQUESTED. HUMES

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Message Attributes

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Disposition Approved on Date:
Disposition Authority: MorefiRH
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